



DEPARTMENT OF COMMERCE

Highlights on Veteran Employment Initiatives

August 2008

Below is a summary of programs or activities undertaken by the Department of Commerce to attract, recruit, hire, and train veterans.

- Hired 602 veterans, in FY 2007, using the Veterans' Recruitment Appointment authority and provisions of the Veterans Employment Opportunities Act. Commerce veteran representation is approximately 11.9% of its workforce.
- Ensured that all Commerce vacancy announcements are open to external candidates (all U.S. citizens) and contain specific information on how veterans can receive preference when applying for competitive vacancies, what materials disabled veterans must submit to get the maximum preference points to which they are entitled, and special noncompetitive appointing authorities for 30% or more disabled veterans.
- Hosted the 2nd Annual Disability Employment Awareness Training Conference, which included sessions for hiring officials that highlighted hiring flexibilities and programs for hiring disabled veterans and the benefits of having a diverse workforce inclusive of veterans.
- Modified the New Supervisors Training Program to include modules that specifically highlight the potential benefits of hiring and advancing veterans with disabilities.
- Provided on-the-job training opportunities to three participants in the Coming Home to Work program and Vocational Rehabilitation and Employment Program sponsored by the Department of Veterans Affairs. After a 90-day training period, one of the three program participants was hired by the Office of the Chief Information Officer as an Information Technology Specialist.
- Continuously participated in the Operation Warfighter program sponsored by the Department of Defense Severely Injured Center. Commerce has provided 15 developmental learning opportunity assignments to service-connected disabled service members in the areas of Information Technology, Human Resources, and Security Operations.
- Participated in Hiring Heroes career fairs at Fort Dix Army Medical Center, NJ; Fort Gordon Army Medical Center, GA; Walter Reed Army Medical Center, Washington, DC; Fort Sam Houston Army Base, TX; and Bethesda Naval Medical Center, MD.
- Cultivated and increased contacts with the Department of Labor's Recovery and Assistance Lifelines (REALifelines) program office, local veteran organizations, employment referral organizations, and rehabilitation counselors to increase applications from disabled veterans, especially those with a 30% or more disability. Commerce partnered with the Federal Workforce Coordinator to increase the use of the Veterans' Recruitment Appointment authority and the recruitment of preference eligible veterans under the Veterans Employment Opportunities Act.



DEPARTMENT OF COMMERCE

Highlights on Veteran Employment Initiatives

August 2008

Federal Agency	Program Name	Program Overview
Department of Veterans Affairs (Vocational Rehabilitation and Employment Service)	Coming Home to Work	The Coming Home to Work program provides practical learning experience and rehabilitation services to eligible service members pending medical separation from active duty who are receiving treatment at Community Based Health Care Organizations and Veterans Affairs medical treatment facilities.
Department of Defense (Office of the Under Secretary for Personnel and Readiness)	Operation Warfighter	Operation Warfighter is a temporary developmental learning assignment/internship program for service members returning from Operation Iraqi Freedom and Enduring Freedom who are undergoing treatment. It is designed to provide meaningful activity outside the hospital environment and a formal means of transitioning back into the workforce.
Department of Defense (Civilian Personnel Management Service)	Hiring Heroes	The Hiring Heroes program helps wounded veterans find meaningful civilian jobs, by providing resume and interviewing workshops. The program consists of a series of career fairs at Army and Navy medical treatment facilities for severely wounded troops returning from Iraq and Afghanistan.
Department of Labor (Veterans' Employment and Training Service)	Recovery and Employment Assistance Lifelines (REALifelines)	Recovery and Employment Assistance Lifelines (REALifelines) provides assistance programs, employment opportunities, and awareness initiatives to meet the needs of injured veterans and their families. REALifelines is committed to helping injured veterans return to fulfilling and productive civilian lives.

For more information on the Department of Commerce veteran employment initiatives and partnerships, please contact Edner Escarne at (202) 482-8241 or EEscarne@doc.gov.